

# Supply Chest

March 10, 2006

Ready - Resourceful - Responsive!

Vol. 57 No. 5

## FISCN officer gets first taste of combat in Afghanistan

*Editor's note: Former FISC Norfolk Logistics Support Officer Lt. Robert James is currently deployed to Afghanistan. The following is his personal recollection of events from a recent CONOP from Kandahar to Tarin Khowt.*

I was a member of a CONOP along with a Canadian Technician from Network Innovations to perform a VSAT installation for the Forward Operating Base at Tarin Khowt (TK). It was a considerably large convoy (several armored HMWWV's, 2-3 7 ton vehicles, several Ford Ranger soft skin vehicles), consisting of 9 US military (a mixture of Army, Navy and Air Force), along with 60+ Afghan National Army (ANA) soldiers, including the ANA XO from Kandahar Air Field (KAF). Convoy commander was an Army major stationed at Shirizai (ANA base just outside KAF). I was onboard his vehicle, the last HMWWV in the convoy, as the gunner manning a M240B. During operations I had the turret facing aft per SOP in order to engage any vehicles attacking from the rear of the convoy.

Prior to departure we received a fairly complete safety briefing. The only problem I could tell we were having was that commu-



*Lt. Robert James (fourth from left) was the gunner in a HMWWV like the one pictured above during a convoy last month when the convoy came under attack. He and others in the convoy shot and killed an attacker.*

nications were not 100% between all vehicles, however we did have solid communications with the Tactical Operations Center (TOC). The only other note was the weapon I was on did not have an ammo tray, and I

was forced to use "bungee" straps to hold the container to the mount which seemed to work fine. I loaded the M240B in the parking

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## FISC Norfolk hosts Lunch & Learn special guest

FISC Norfolk Commanding Officer Capt. Tim Ross thanks Norfolk Vice Mayor Daun Hester after she spoke at the March Lunch & Learn program. A standing-room-only crowd packed the Jack Room to hear Ms. Hester speak about her life as an educator and administrator in the Norfolk Public Schools system, as well as her political career. The audience also had an opportunity to ask questions about tough issues facing Norfolk residents, which Ms. Hester addressed frankly and honestly.

## Admiral's Quarters ... Naval Inventory Management Strategy (NIMS)

Our realignment strategies and business innovations continue to have a strong and positive impact across COMFISCs. Adopting new initiatives enables us to move ahead and remain relevant and effective in meeting the evolving logistical needs of the Navy. Customer satisfaction and business acumen are key components to our success as an organization.

One example of a new initiative currently being implemented within the Naval Supply Systems Command and COMFISCs is the Navy Inventory Management Strategy (NIMS). The first NIMS site was established some time ago at Naval Station Ingleside. Momentum is picking up with the recent NIMS roll-out at Naval Air Station Whidbey Island and the ongoing implementations in the San Diego metropolitan area.

The NIMS strategic plan is a joint vision of the Navy and the Defense Logistics Agency (DLA) that will leverage DLA's consumable supply chain expertise and worldwide distribution capabilities. The concept of operations calls for DLA to assume inventory management responsibilities while the Navy retains warehousing operations. This will allow us to reduce or eliminate duplicative material investments and management processes. The goal is to streamline all consumable supply chain efforts, cut DoD inventory costs, improve asset utilization on a more global basis, and heighten responsiveness to the warfighter.

NIMS implementation will occur across our seven FISCs. Per the latest schedule, FISC Pearl Harbor is next for NIMS implementation in the late summer time frame. I am confident that NIMS will prove to be an efficient business strategy, one that creates a solid balance between cost control and responsiveness to our customers.

While on the topic of efficiency, I want to close by congratulating those of you who were involved in the recent completion of several Wave 1 Lean Six Sigma projects in the COMFISCs enterprise. Numerous processes were value stream mapped and re-engineered, resulting in upgraded performance and lower operating costs. The improvements will benefit our organization for years to come.

Thank you and keep charging!



Rear Adm. W. A. Kowba, COMFISCs

### Supply Corps Lifetime Achievement Award Nominees Sought

This award was established to recognize a special category of Supply Corps officers who have given unusual service to the Supply Corps over an extended period of time. It is intended to recognize service that is of a scope and duration to be considered a lifetime achievement.

A maximum of one award is made each year. At this time, I'd like to encourage your nominations for 2006. Nominations need to be in OP no later than May 1, 2006. Send your nominations to:

Navy Personnel Command (PERS 4412)

Director of Supply Corps Personnel

5720 Integrity Drive

Millington, TN 38055-4412

Specific criteria for receiving the award and the nomination form are attached. I look forward to recognizing another of our very best of the Corps. Your nominations will make this possible.

D. H. STONE, Rear Admiral, SC, USN

## Supply Chest

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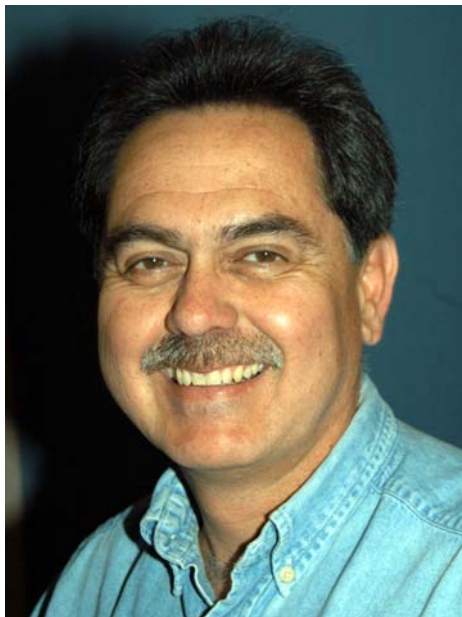
## Ornelas, Cording receive promotions at COMFISCs

Bill Cording, currently the deputy logistics support officer for the Fleet and Industrial Supply Center (FISC) San Diego Logistics Support Center (LSC), has been promoted to the position of LSC Program Manager for Commander, Fleet and Industrial Supply Centers (COMFISCs).

As the Navy's LSC program manager, Cording represents the Naval Supply Systems Command (NAVSUP) and COMFISCs to other Navy and DoD agencies. He is responsible for administering NAVSUP-managed program funds and overseeing information technology (IT) systems maintenance, requirements and enhancements associated with the program. He also serves as the Product and Service director for Logistics Support Services, which encompasses a number of waterfront operations including the Material Processing Center, the Global Distance Support Centers, One Touch Support, fleet assist teams, and prime vendor support.

Cording, a retired Navy Supply Corps officer, began his career at FISC San Diego in 1995 as an inventory management specialist, advancing to his current position when he was selected to lead the implementation of the LSC concept for FISC San Diego, an assignment that earned him a Department of the Navy Meritorious Civilian Service Award. He graduated cum laude from the University of Colorado with a Bachelor of Science degree in business, and from Webster University, St Louis with a Masters of Arts degree in business. He also earned California teaching credentials at the secondary education level in math and business through Chapman University.

He will assume his LSC program manager duties March 13.

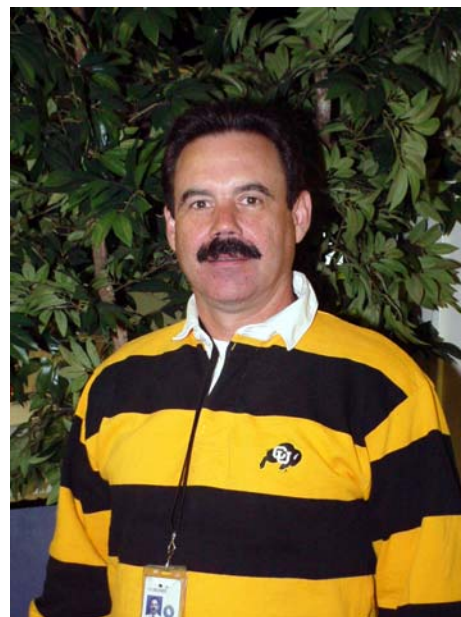


*Harry Ornelas*

Harry Ornelas, previously the Enterprise Resource Planning (ERP) Program Coordinator for the Fleet and Industrial Supply Center (FISC) San Diego has been promoted to the position of ERP Program Manager for Commander, Fleet and Industrial Supply Centers (COMFISCs).

As the COMFISCs ERP program manager, Ornelas represents the Naval Supply Systems Command (NAVSUP), COMFISCs, and partnered sites for Navy ERP matters to other Navy and DoD agencies. He is responsible for planning, budgeting and performance management for COMFISCs support of Navy ERP efforts. He serves as the senior level functionalist, assisting COMFISCs, NAVSUP and Navy supply chain managers in building the vision and planning for the future Navy supply chain.

Ornelas, who retired after serving 20



*Bill Cording*

years as a Navy Supply Corps officer, began his career at FISC San Diego in 1996 as a supply systems analyst. Before long, he advanced to the Industrial Services director position at FISC's Naval Air Depot North Island (NADEPNI) site, where he was soon selected to represent both FISC San Diego and NADEPNI on two ERP pilots—SIGMA and SMART. He and his team of ERP 'Super Users' designed, tested, trained, and implemented the SAP software at NADEPNI resulting in a successful execution of the ERP model and improved parts support to the aircraft and component production lines.

He graduated from the University of New Mexico with a bachelor's degree in economics. In his spare time he officiates high school basketball, a hobby he has been enjoying for more than 34 years.

## Stork makes 3 special deliveries to RNMC Norfolk

PC2 Crystal Hammond gave birth February 27 to a son.

Baby Name Caleb Lee Hammond  
Born February 27, 2006 @ 2105  
Weight 8lbs 2oz  
Length 20 inches  
Father Name Rodney L. Hammond PC2, USN

PC2 Michelle Freeman gave birth to a daughter on February 17.

Father Paul E. Freeman  
Baby Name Sydney Abigail Freeman

Born February 17, 2006 @ 3:47 p.m.  
Weight 8 lbs 11 oz  
Length 21 1/2 inches

PC2 Maria Roldan gave birth to a son on March 3.

Father's name IT2 Juan Roldan  
Baby's Name Daniel Isaiah Roldan  
Born March 3, 2006 @ 6:58 a.m.  
Weight 9lbs 14 oz  
Length 21.5 inches

## Nominations sought for 2006/2007 DoD ELDP

Nominations are being accepted for the Department of Defense (DoD) Executive Leadership Development Program (ELDP) scheduled to begin Oct. 14, 2006, and end in June 2007. Nominations for one NAVSUP centrally-funded spot is open to all NAVSUP Enterprise employees GS/GM 12-14. Nominations are due to NAVSUP Headquarters no later than Apr. 3, 2006.

ELDP is designed especially for highly motivated DoD employees who have demonstrated outstanding leadership potential. Participants must have initiative, professional excellence, community involvement, commitment to public service, and integrity. ELDP will educate future leaders about the issues facing DoD. In addition to seminars in Washington, D.C., where experts in defense, foreign affairs and politics address ELDP classes, participants have intensive hands-on field experience at military installations around the country and overseas.

Selection criteria include: Being identified as a high-potential employee with a history of superior performance; possessing a baccalaureate degree or comparable experience and training; having a commitment to DoD with an intention to pursue a DoD career; having a secret security clearance; and demonstrating the ability to work effectively as a team member.

Orientation will be held in September 2006. Additional information, selection criteria, and the program application can be found at [www.cpms.osd.mil/eldp/index.html](http://www.cpms.osd.mil/eldp/index.html).

Please forward all supervisor-approved nominations via e-mail to [Linda.Erb@navy.mil](mailto:Linda.Erb@navy.mil) or fax to 717-605-2081 no later than Apr. 3, 2006. The NAVSUP Civilian Executive Advisory Board will review applications and select the NAVSUP nominee to be sent forward. Notification of acceptance will be in June.

### *Lt. James from page 1*

lot prior to departure, and completed charging the weapon at the Hesco walls just prior to departing the base. We were scheduled to perform a test fire upon leaving Kandahar province (location based on population).

The first hour of the trip went fairly uneventful, traveling through the city of Kandahar. As noted by members of the convoy as unusual, there was a large number (6-10) of Afghan National Police (ANP) congregated at a bridge that demarcates the end of Kandahar Province, who had been stopping traffic prior to our arrival (there were 8-10 vehicles stopped), however we were waved right through. With no prior experience in the surroundings, it did not appear out of place to me, however was noted later as "unusual" by members of the convoy stationed at Kandahar. The following is to my best recollection:

Only minutes after crossing the bridge (at approximately 0915) I heard a crash from behind me (actually in front of the HMWWV I was in...I was facing aft), and the Major yelling "Train the gun." As quickly as I could I swung the turret around, and saw a white car (later identified as a Toyota Corolla), that had crashed into the HMWWV one vehicle in front of us disabling it, then the vehicle carried on crashing into the side of a small hill just off the road, and a fairly young looking man coming around the back of the vehicle, directly towards my vehicle. The Major started yelling "SHOOT HIM," (at least 3 times), and at that moment, I recall seeing him throw something at my HMWWV (ANA later told me he was attempting to throw the grenade into my turret). I immediately grabbed the M240B, took it off safe, trained it on the individual and pulled the trigger. All I heard was a "click," at which time I attempted to pull the charging handle, to no avail. I immediately dropped the butt stock of the weapon, and picked up my M4 (placed in the turret at arms reach). While I don't recall doing it, I removed the safety (placing the weapon on "semi") and fired two very quick rounds that sailed over the assailant's head.

Some time during these events, again I cannot determine exactly in which order, the first grenade went off directly alongside the vehicle, on the passengers side of the vehicle (about 5-7 feet from me). After my first two shots, the attacker still facing in my direction, (he was looking directly at me) reached inside a pocket and pulled out a second object, which I now know was a second hand grenade, and pulled out the pin. I repositioned my M4, took better aim, and placed 2 shots center of mass (note: as I saw my 3rd and 4th shots hit mark, I noticed he appeared to be taking additional hits by others firing at him). I was amazed (and recall thinking that there is no way this guy is still on his feet) see the attacker draw his arm back to throw the second grenade. I continued to fire (fairly rapidly at this time) directly at center mass. He then lost strength, and sat down fairly hard on the ground, paused in a sitting position, and then laid on his back (I recall he lifted his head and continued to look around). At this point the second grenade went off while his was still holding it in his hand. Immediately after the grenade went off, it seemed to me that he was trying to sit back up, so I continued to fire.

The events above took a matter of 20-40 seconds. After "cease fire" was called, we inspected the damage to the HMWWV, and ensured the ANA had set a perimeter and that all was safe. I re-

*continued on next page*





***Lt. James from previous page***

mained in the turret, at which time I cleared the M240B, and reloaded. The grenade that landed a matter of feet from the passenger side door, had put several large gashes in the side and window of the HMWWV, and flattened the front tire. Upon inspection of the vehicle it appeared that there was the possibility of explosives inside, so EOD was called in. We maintained a secure position until their arrival via helicopters (not sure of the time of their arrival). I was informed by personnel that viewed the attackers body, that he had been hit many times in the chest and neck (he was lying on his back and was never moved during our time there). During the encounter I expended a total of 15 rounds.



*Camp Phoenix, near Kabul, Afghanistan, is now home for Lt. Robert James and many others stationed there. U.S. and Coalition troops are training Afghan soldiers there.*



*While the scenery can be beautiful at times, there are still daily reminders of the dangers that troops assigned to Camp Phoenix face while stationed in Afghanistan.*

I had initially loaded 28 rounds in each magazine upon issue in Kabul, and after the encounter I only had 13 rounds in the magazine.

EOD discovered 7 122mm rounds, 2 100mm rounds, 37 pounds of TNT and a medium quantity of phosphate, wired for detonation (using a thumb switch). EOD informed me that the detonation switch had been pushed, but fortunately it did not explode.

Only one ANA was injured during the attack (small gash in his cheek), he was treated on station then sent for additional care. The AP carried the story, and was reported that the Taliban had taken credit for the attack, and that eight US Military personnel had been killed (falsely). (See story below)

I also later discovered that the second

person firing at the attacker was an Army Medic who had taken position up the road from my HMWWV, and had also hit the attacker at least two times in the back.

All in all we were extremely lucky on several counts. First, the IED did not go off. Second, the attacker did not get the grenade into the gun turret I was standing in (his obvious intention). Third, the first grenade he threw landed as close to the HMWWV as it did. If the grenade had landed any further out I would have definitely been hit (based on the shrapnel pattern on the door). Fourth, no one was killed or injured.

All Coalition personnel acted extremely professionally during the incident. Specifically, the ANA performed extremely admirably, establishing a 300 meter perimeter extremely quickly and professionally, ensuring the safety of the site.



*The accommodations aren't luxurious, but at least they're not tents. The view looking down "Conex Row," home to those assigned to Camp Phoenix.*

## Brac Corner ... What happens to my benefits?

The following is a brief summary of what happens to your federal employee benefits if you're separated. The below information is applicable to appropriated fund employees.

**Health Benefits** — If you're enrolled in the Federal Employees' Health Benefits Program (FEHB), you may elect to continue your enrollment for 18 months following RIF separation. During those 18 months, you pay only your share of the premium; the government continues to pay its share plus any administrative charge. You may also elect to convert your coverage to a non-group policy. Your HRO will inform you of your right to convert or continue health benefits enrollment and provide the necessary forms.

**Life Insurance** — Unless you retire, your Federal Employees' Group Life Insurance (FGLI) coverage terminates on your separation date. However, you'll have 31 days of free temporary coverage after separation. This will provide the time you need to convert your FGLI coverage to an individual policy. Note that your FGLI coverage has no cash value. Your HRO will give you information regarding your conversion options.

**Retirement Contributions** — With few exceptions, all civilian employees are covered either by the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS). The rules that apply to your retirement system will determine the advantages and disadvantages of withdrawing your retirement contributions or leaving money in your retirement fund when you separate. Your HRO will give you specific information pertaining to your situation.

**Thrift Savings** — The Thrift Savings Plan (TSP) is a retirement savings plan for both CSRS and FERS employees. Contributions to the TSP are tax-deferred. If you're not eligible for retirement benefits when you separate, you have the option of: transferring your money to an individual retirement account (IRA) or other eligible retirement plan; leaving your money in the TSP; taking your savings in a lump-sum payment without penalty if you are at least 59-years old; or receiving your savings in the form of an annuity. Your HRO can go over your options with you.

**Annual Leave** — Employees earn annual leave based on years of creditable federal service. Full-time employees can earn 13 to 26 days of annual leave each year. If you're separated, you'll receive a lump sum cash payment for all unused annual leave, including all the leave you carried over from previous years, leave earned in the current year, and any leave you might have in restored accounts.

**Unlimited Annual Leave Carryover** — Normally, you can carry forward no more than 240 hours of annual leave from one year to the next. However, if your installation has been designated for realignment or closure, any excess leave forfeited may be restored so long as you continue to work at the BRAC activity. Your HRO can tell

you if you are covered by this benefit. If it's not used, this restored leave will be included in the lump sum payment for your annual leave when you separate, or it can increase the amount of leave you would have available to help you qualify for retirement or FEHB coverage (see below).

**Annual Leave for Retirement Eligibility** — If you are very close to being eligible for retirement when your RIF separation occurs, you may be able to stay on the rolls using annual leave in order to reach retirement eligibility. You will be informed about this benefit when you receive your RIF notice.

**Annual Leave for Health Benefits Eligibility** — You can also use annual leave to stay on the rolls long enough to become eligible for continuation of federal health benefits as a retiree. You should talk with your HRO about eligibility requirements and whether this benefit will help you meet them.

**Automatic Waiver of FEHB Minimum Participation Requirement** — Normally, you must be enrolled in the FEHB program for a minimum of five years in order to continue your coverage as a retiree. The Office of Personnel Management (OPM) will grant pre-approved waivers to DoD employees covered under the FEHB continuously since the beginning date of the DoD VERA and VSIP period. Since the DoD VERA and VSIP authority is permanent, the VERA/ VSIP period is renewed each fiscal year and lasts from October 1 to September 30. OPM will grant pre-approved waivers to DoD employees who have been covered under the FEHB program continuously since October 1 for each succeeding fiscal year if they retire during the DoD VERA/VSIP period and receive a VSIP, take early optional retirement, or take a discontinued service retirement based on an involuntary separation.

**Unemployment Compensation** — Most involuntarily separated DoD employees have the protection of unemployment compensation. To find out if you qualify, you should contact the nearest state employment security agency. The Web site <http://workforcesecurity.doleta.gov/map.asp> shows a map of the U.S., and clicking on your state will bring up the state's unemployment compensation web site. The amount and length of unemployment compensation payments vary by state. You'll need the "Notice to Employee About Unemployment Insurance," Standard Form-8 (SF-8) provided by your HRO, as well as a copy of the "Notification of Personnel Action" (SF-50) form that verifies your involuntary separation from federal service. Detailed procedures for processing unemployment compensation claims for DoD employees are found at [www.cpms.osd.mil/cpm/docs/M1400850.pdf](http://www.cpms.osd.mil/cpm/docs/M1400850.pdf).

**Sick Leave** — Most employees earn four hours of sick leave each pay period. Since there is no limit on the amount of sick leave you can carry

forward from one year to the next, you may have a large balance. However, unlike annual leave, there is no lump sum payment made for sick leave when you separate. Should you return to federal service, any unused sick leave will be restored to your account. If you retire under the CSRS, unused sick leave is added to your years of service to increase your annuity.

**Severance Pay** — Your HRO can tell you whether you'll be eligible for severance pay. The severance pay amount is based on a formula that includes your years of federal service, your basic pay at the time of separation, and your age. Eligible employees are entitled to one week of basic pay for each of their first 10 years of service and 2 weeks of basic pay for each year over 10 years of service. There is also an adjustment if you are over age 40. Employees who receive a buyout and those who will be eligible for an immediate civil service or military annuity on or before their separation date are not eligible for severance pay. You also won't receive severance pay if you move to a permanent DoD NAF position without a break in service of more than three days. Severance pay eligibility terminates if you decline a reasonable job offer prior to separation. A job offer is considered reasonable if it is from a DoD installation in your commuting area, has the same tenure and work schedule as your current position, and is no more than two grades or pay levels below your current position.

**Moving Expenses** — Reimbursement for shipping household goods, moving family members, and real estate fees is typically provided by DoD if you lose your job through RIF and take a Federal job in a new location within 1 year of your separation. However, always check with your HRO to verify your entitlement. Never assume you will be reimbursed for moving costs, and remember that you must always have official travel orders to be eligible for reimbursement. If you accept a job in private industry or with state or local government, check to see if they will pay your moving expenses.

**Homeowners' Assistance Program (HAP)** — The HAP, which is administered by the U.S. Army Corps of Engineers, provides financial relief to employees who are relocating outside of the commuting area and would otherwise lose money on the sale of their primary residence. To be eligible for HAP, you must be employed at or near an installation scheduled for realignment or closure and be the owner-occupant of the residence at the time of the BRAC announcement. You may also be eligible if you are serving on a tour of duty overseas and own a residence at or near a BRAC installation. Regardless of your circumstances, HAP assistance is not available until the Corps of Engineers has conducted a real estate survey and confirms that certain market conditions are in effect. Your HRO can refer you to the appropriate POC.



## Welcome Aboard!



Welcome aboard to MM1(SW) Eckerson, Navy Food Management Team. He reported aboard recently from USS Ponce (LPD-15).



## St. Patrick's Day March 17, 2006

## Associate counsel says arrivederci



FISC Norfolk Associate Counsel Jim Winthrop congratulates former FISC Norfolk Associate Counsel John Treanor after presenting him with a signed, framed photo. Treanor has accepted a position in Naples, Italy on the staff of Commander, Naval Forces Europe.

FISC Norfolk said farewell recently to a very familiar face - that of Associate Counsel John Treanor. The extremely outgoing attorney is crossing the Atlantic to take a position on the staff of Commander, Naval Forces Europe in Naples, Italy.

It won't be his first time living in Naples either. He lived there in 1969-1970 when his father was stationed there.

He has spent the last 13 years in Building W-143. He was first on the staff of Defense Acquisition University (DAU) before joining the FISC Norfolk Office of Counsel in 1998.

While he will miss the work and especially the people at FISC Norfolk, he says he couldn't pass on the opportunity to give his family the experience of living in Europe. "My sons are the right age to make

such a move, so it made sense in that respect," explained Treanor. "Also, it will be

interesting to see things on the opposite side of the spectrum - as a customer vice what I've been doing at the FISC."

He went on to say that among the things he will miss are the incredible people from Code 200 who he has worked so closely

with over the last seven years. "They are extremely wonderful people who work incredibly hard," said Treanor. "Fiscal and contract law is my life, so you really can't beat this place when it comes to the variety of work experiences available here." He also said he'll miss the solid command structure at FISC Norfolk. "I'll also miss this view," he said while pointing out the panoramic view of the Norfolk waterfront. "There aren't many OGC (Office of Government Counsel) offices with a view like this."



John Treanor proudly displays some of the children's books he has written with his sons.



DDNV Commander Capt. John Qua congratulates Jerome Mitchell, DDNV Code DV, after presenting him with a 25-year service pin. Mitchell recently reported to DDNV after serving in Guam, Georgia, and Germany.



FISC Norfolk Commanding Officer congratulates MMC(SW) David White after presenting him with the Navy/Marine Corps Achievement Medal. Chief White had just reenlisted for two years and orders to USS John F. Kennedy (CV-67).

### Peer-to-Peer

*Editor's note: This used to be a regular feature in the Supply Chest, and we would like to try to bring it back. If you would like to thank someone at FISC Norfolk for service they have provided to you, or just for being there for you, this is your forum. Send submissions to [jim.kohler@navy.mil](mailto:jim.kohler@navy.mil), or call 757-443-1014.*

From: Steve Craddock, Code 00PA  
To: FISC Norfolk EEO Committee

Subj: LUNCH AND LEARN

I would like to say well-done to the EEO Committee and those persons responsible for inviting the Honorable Daun Hester, Vice Mayor of the City of Norfolk, to the March 8 FISC Norfolk Women's History Month Lunch and Learn. The event was informative and enlightening on many levels. I would also like to thank Vice Mayor Hester for accepting the invitation to speak at the program, and for answering questions from the audience with such honesty and grace. The Lunch and Learn series is a valuable resource for Centerites, and the March event absolutely proves so.

## Bravo Zulu

